



**British Amateur Boxing Association Limited
Simpson, Thacher & Bartlett
17th June, 10am,
Board meeting minutes**

In attendance

Jason Glover (GB Boxing Chair)
Matt Holt (GB Boxing CEO)
David Chadwick (Senior Independent Director)
Lucy Walker (Independent Director)
Paul Thorogood (Welsh Boxing Director)
Jerome Pels (England Boxing Director)

Rob McCracken (GB Boxing, Performance Director) via Zoom
Rebecca Edginton (GB Boxing, Performance Manager) via Zoom
Fran Houghton (UK Sport, Performance Advisor)
Jen Browning (UK Sport, Sport Advisor)
Susannah DeSandis-Townsend (UK Sport, Performance Advisor)
Laura Ross (taking minutes)

Presenting
John Muddeman (World Boxing Championships LOC)

1. Welcome and Introductions

The Chair welcomed everyone to the board and extended a special welcome to JB and SDT from UK Sport attending their first GB Boxing board meeting.

2. Apologies for Absence

Apologies were received from CO and CM.

3. Declarations of Interest

Declarations of interest were received from MH in relation to his role with World Boxing.

GB BOXING

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
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4. Board director approval – England Boxing

The Chair announced that the Nominations Committee recommended that Jerome Pels, CEO of England Boxing, be appointed to the board as a Home Nation Director. The board unanimously approved the nomination.

5. Approval of minutes of board meeting of Wednesday 19th March

FH highlighted a discrepancy in the March minutes which did not have her attendance noted. LR will amend the minutes to include FH's attendance.

Action: LR

The Chair enquired into the progress of the creation of the wall of coaches. MH confirmed this will be included in the wider planning designs for the upgrade of the facilities.

The minutes of the March board meeting were approved by the board. The minutes were also approved for publishing on the website.

6. Audit Committee minutes of 25th March and 9th June 2025

LW provided an update on this year's Audit Committee meetings. It was confirmed that the financial accounts were finalised at the meeting held on 25th March and submitted to Companies House within the required deadline. The meeting on 9th June was convened to initiate discussions regarding the commencement of this year's financial audit.

The board noted both set of Audit Committee minutes.

7. Performance Report

The Chair directed the board to the performance report in the board papers and took the report as read.

RM provided an update on the squad and their recent performances. The programme has begun to reduce squad numbers to better align resources with performance objectives. RM also reported on recent assessment camps, highlighting the promising talent emerging from the Home Nations.

The Chair invited the performance team to provide an overview of the squad's current status following recent tournaments. The Board expressed its support for the performance team and empowered RM and RE to prioritise athletes with genuine medal potential. RM added that the appointment of lead coaches in the coming months will further strengthen and streamline this process.

The Chair commended the performance team for the clarity and depth of information presented in the Squad Report. RE agreed to review the scoring thresholds, while RM noted that a more accurate and comprehensive picture will emerge following the conclusion of the World Championships. The programme aims to provide structured feedback to each athlete three times per year, with the second review scheduled for October.

The Chair asked the performance team to provide their overall perspective on the upcoming World Championships and to define what success would look like for the team. RM explained to the board final selection will take place in July but provisionally 20 weights have been entered on behalf of England and there will be a small contingency of GB Boxers within the Welsh and Scottish teams. The primary objective is to ensure that as many boxers as possible gain valuable experience by securing two to three bouts during the tournament.

8. Selection policy/APA policy

MH directed the board to the selection policy and report in the board papers and took the policy as read. MH explained to the board the selection policy is amended from time to time and demonstrates how we interact with the home nations through the assessment process and selection onto the programme.

The board approved the changes to the selection policy.

MH directed the Board's attention to the second paper presented for approval: the new APA (Athlete Performance Award) matrix. MH explained that UK Sport has introduced a revised APA policy, which includes changes to how APAs are awarded to athletes. In response, GB Boxing has made significant updates to its own APA matrix to ensure alignment with UK Sport's new framework. MH expressed gratitude to RE for the substantial work undertaken in developing the updated matrix and for the comprehensive detail embedded within each level.

A discussion followed, during which RE provided a presentation outlining the structure and criteria behind each level of the matrix. The Chair requested that, prior to formal approval, the supporting documentation detailing each level be circulated to board members via email. Approval will then be sought through an online response following the meeting.

Action: MH

9. Athlete Health

MH directed the board to the athlete health report in the board papers and took the report as read.

10. CEO Report

MH directed the board to the report in the board papers and took the report as read.

MH highlighted the KPI update reporting framework and invited feedback from the board on any suggested amendments. The board confirmed they were satisfied with the structure, and MH confirmed that KPI updates would be reported to the board on a quarterly basis.

MH referred the board to sections 2.5 and 2.6 of the paper, which outlined the proposed measures for the strategic objectives, and sought the Board's approval. The board confirmed they were satisfied with the proposed measures and approved the strategic objectives.

MH updated the board on GB Boxing staffing. Two full time coaches have retired from GB Boxing; Lee Pullen and Dave Alloway. They will be hard to replace but the programme has great coaches coming through the system and GB Boxing is currently recruiting for three full time roles. MH also informed the board that LR has a new role and will be leaving the organisation after 18 years. MH will be meeting with the operations team in the coming week to gather input on how best to structure the team moving forward. The board congratulated LR on her new role and thanked her for all her hard work. LR thanked the board for all the opportunities and experience she has gained over the years at GB Boxing.

MH informed the board that a meeting has been scheduled with all Home Nation Performance Leads and GB Boxing representatives to discuss priorities and requirements for the home nation performance pathways. This meeting is set to take place on 2nd July.

11. Finance Report

MH directed the board to the report in the board papers and took the report as read.



MH directed the board to the cash flow included in the board papers. GB Boxing Events is currently well funded with the grant recently received from UK Sport in support of the World Championships.

MH directed the board to the 2024/2025 Q4 UK Sport submission for approval. The board approved the submission to UK Sport.

12. Governance

The Chair provided an update on the recruitment process for the new Independent Directors. He extended his thanks to PT and CO for their contributions and time as members of the Nominations Committee. A total of 30 strong applications were received, from which a shortlist of seven candidates was selected for interview, including one candidate considered specifically for the Athlete Representative role.

Among the shortlisted candidates for Independent Director positions, four were male and two female; however, one female candidate withdrew prior to the interviews. The Chair acknowledged the importance of maintaining gender balance on the board and confirmed that, although the two recommended candidates are both male, they were selected on merit as exceptional applicants.

The Nominations Committee recommended the appointments of Andrew Roe and Mahdi Choudhury. The board unanimously approved both appointments.

Looking ahead, two additional Independent Director roles will be recruited towards the end of the year, as the terms of DC and LW come to an end. The Chair emphasised the importance of improving gender diversity on the board and recommended that a head-hunter be engaged.

The final nomination to the board was for the male athlete representative, in which the nominations committee recommended Chev Clarke. Chev was an athlete on the GB programme for five years and he boxed at the Tokyo Olympics. He is still heavily involved in boxing, supporting UK Sport with the walk the floor processes and he really wants to give back to the sport and is relatable to current athletes. The board approved the nomination.

The chair confirmed the female athlete representative is still in discussions with the hope of recruitment in the near future.

LW presented proposed amendments to the Audit Committee's Terms of Reference for Board approval. The key changes include setting a minimum of three committee members and formally incorporating the review of cash flow as part of the committee's responsibilities. LW noted that these are interim adjustments, recognising that the new Financial Independent Director may wish to

undertake a broader review of the terms once they are in place. LW emphasised the value of Home Nation Directors contributing to the committee, particularly given their insight into the specific risks facing boxing. LW confirmed that additional directors are needed to strengthen the committee's membership. The Chair highlighted to the board that all directors are expected to serve on at least one committee.

The board approved the audit committee terms of reference.

MH directed the board to the recruitment policy in the board papers seeking board approval. The policy has been developed with input from Chris Gibbons, GB Boxing D&I consultant to make sure it covers best practice.

The board approved the recruitment policy.

13. International relations and events

John Muddeman, Event Manager for the Local Organising Committee (LOC), provided the Board with an update on planning and budgeting for the upcoming World Championships. He reported that collaboration between the steering group and key stakeholders is progressing well. JM also highlighted the success of the social impact programme running alongside the Championships, which has already engaged 1,000 children through literacy-focused boxing activities. The LOC is confident this will be the most impactful social initiative ever delivered in connection with a boxing event.

JM further reported that the environmental sustainability plan for the Championships represents a pioneering approach within the sport. From a financial perspective, the LOC has successfully met all funding conditions set by both Liverpool City Council and UK Sport.

In response to PT's question about a media plan, JM confirmed that a comprehensive plan is in place and scheduled to activate eight weeks ahead of the event.

The Chair asked JM what support the LOC requires from the Home Nations. PT noted that while the Home Nations are eager to assist, Wales have not yet received any promotional materials or information to share with clubs, particularly in North Wales, given its close proximity to Liverpool.

The Chair requested that an update on ticket sales be provided to the Board in August.

MH directed the board to the international relations report in the board pack and took the paper as read. MH updated on the progress of World Boxing and the changes that are coming into effect for the management team.



MH directed the board to the key objectives of the international relations strategy and sought board approval. The board approved the international relation strategy and objectives.

DC informed the board that his interactions with colleagues at European Boxing have been highly positive. He expressed his belief that European Boxing would welcome greater engagement from the Home Nations and GB Boxing.

A discussion followed regarding the nomination process for positions within European Boxing. It was agreed that the home nations and GB Boxing should begin planning for future elections by identifying key timelines and potential candidates.

The Chair requested that if GB Boxing is successful with receiving funding from UK Sport for international relations that the strategy becomes a recurring agenda for board discussions with home nations.

The Chair also requested that MH and the Home Nations work together to provide a list of current members who sit on both the World and European committees for the next board meeting in September.

Action: MH/Home Nations

14. Safeguarding and Diversity

LR directed the board to the report in the board papers and took the paper as read. LR highlighted to the board that the first meeting with the Home Nations' Diversity and Inclusion Leads is scheduled for July, with the aim of initiating efforts to align approaches to equality data monitoring across the organisations.

LR also noted to the board GB Boxing has been asked to present at the first elite sport safeguarding forum on the work GB Boxing does with regards to safeguarding from a multidisciplinary team perspective.

15. Anti Doping

MH directed the board to the report in the board papers and took the paper as read.

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16. Risk register

MH directed the board to the risk register in the board report. It was agreed the relevant risks should be fully evaluated at the September board meeting after the World Championships when the progress and future of World Boxing is determined.

Action: MH/The Chair

17. Any other business

There was no other business.

ENDS